

development**plus**TM

2023

ANNUAL REPORT

**Building a future where every
person thrives and no one just
survives**



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ABOUT US

Our aim is to build a future where every person thrives, and no one just survives. We support people experiencing disadvantage in Lincolnshire to:

- Build their trust and confidence – by providing a safe space where we listen/value what they have to say.
- Develop their capacity and skills – by building on their strengths/aspirations and providing training to improve their economic prospects.
- Improve their health and wellbeing – by providing a range of services to support mental health.
- Engage and benefit from additional support – by encouraging service participants to speak out, and advocating for them as they seek specialist support about issues affecting their lives.

Our core delivery is based around two forms of activity:

- 1) 1-1 coaching and mentoring programmes and advocacy support working with beneficiaries from a broad background including individuals with poor mental health, ex-offenders, individuals furthest from the employment market and rough sleepers.
- 2) Creative, peer led, group sessions that provide an additional space for support, friendship, and creativity.

Supporting over 500 beneficiaries a year, our four main projects include:

- Step in the Right Direction – a one-to-one coaching/mentoring programme
- Bridging the Gap – a reducing reoffending project
- Better Together – a collaborative project with two other charities in Lincoln offering a programme of mentoring and coaching, therapeutic garden-based activities, volunteering and training/work experience and support into employment
- Project Compass – our homelessness advocacy support project

Our projects are supported by a team of 16 which includes 13 dedicated development workers who bring an array of skills to their roles and are all passionate about supporting people from all backgrounds in moving forward with their lives.

CHAIR OF TRUSTEES' STATEMENT

2023 marked a year of challenges and opportunities for developmentplus, as well as my first year as Chair of Trustees. Whilst those challenges, both organisational and financial, have at times been concerning; seeing the team meet them head-on, with dedication and the confidence that a solution can be found, has been inspiring. Similarly, whilst my first year in role has undoubtedly been a steep learning curve, the support of Lynsey, the team and my fellow trustees has made the experience an exciting and deeply rewarding one, and an education in the incredible work that developmentplus continue to provide to people across Lincolnshire.



Ben Austin
Chair of Trustees

The need for developmentplus' services continued to increase throughout 2023, as people were further impacted by the cost of living crisis and factors such as ongoing pressures on the housing sector in Lincoln. Additionally, a number of operational challenges have required the team's attention. Some of these were anticipated such as the need to expand the core team, whilst others such as the urgent need to find alternative accommodation for Project Compass, came out of the blue and required a rapid response from Lynsey and the team. Once again, it was extremely gratifying to see the team face these challenges with positivity and determination. A perfect example of this being the securing of a new, larger building for Project Compass, at extremely short notice and in the face of resistance from many of the city's landlords. Turning what could have been an existential threat to our rough-sleeper's project into an opportunity to expand the service to further support our service users.

Although the increasing need for developmentplus' services has undoubtedly raised some challenges this year, it has also created opportunities to further expand our project delivery. The Neurotopia project, initiated in October, has brought much needed neurodiversity support to Lincolnshire, particularly given the prevalence of neurodivergent individuals accessing other areas of developmentplus' services. Another exciting area of growth has been the creation of the Lumina social enterprise, providing a route to diversify funding sources, by delivering wellbeing services to organisations and individuals across Lincolnshire.

In line with the expansion of our services, support from Lloyds Bank has allowed us to complete work on an organisational 'Theory of change' and begin implementation of an organisation-wide information system; providing a consistent method of quantifying the life-changing outcomes of developmentplus' projects.

Finally, it is important to note that the growth of developmentplus and the fantastic support delivered to our service users could not have happened without the continuing dedication of Lynsey, Sandra and the many members of our project teams.

One thing that has become abundantly clear in my first year with developmentplus, is that our people and the amazing culture that they have created, are the key to our success as a charity. With this in mind, I look forward to working with you all on the challenges and opportunities that 2024 is sure to bring!

CEO'S STATEMENT

Over the last six years poor mental health has been at the forefront of the issues presented to developmentplus, some are already receiving help, and others not. Most lack confidence and many suffer from low self-esteem. During 2023 we supported 70% of clients to manage their mental health and wellbeing more effectively, and 69% of clients were supported to strengthen their self-esteem. We helped people who were struggling with difficult thoughts/feelings resulting from possible adversity, MH issues or the continuing effects of Covid-19, where individuals were looking to reconnect with wider society, taking them to a place where they were comfortable to look at self-development/training; volunteering or finding work. Our support has been extremely helpful to people who may have been addressing trauma through counselling, or working with social prescribers, & want to make practical plans for themselves to re-integrate into wider society/the local community, if they have had a period in which they have felt isolated or disengaged.



Lynsey Collinson
Chief Executive

Despite working with different client groups, from rough sleepers, ex-offenders and those who struggle to move forward with their lives, predominantly because of their mental health, our overarching purpose of building a future where every person thrives, and no one just survives applies to every single person coming through developmentplus.

In 2023 we supported over 500 people, 463 directly, and a further 60 in-directly. During 2023 we had significant success in helping people to progress across our programmes and groups, we ensured that these were not delivered in isolation with individuals being supported across projects/groups where needed. As part of this we encouraged people on all our programmes to take responsibility for themselves and their situations through a person-centred approach to mentoring and advocacy support, looking at the persons whole life rather than tackling one issue at a time.

Last year, developmentplus underwent two office relocations. Project Compass, led by Becky Frost, moved to the High Street, gaining additional offices, storage, communal space, and washing facilities. This significant upgrade enhanced the project's delivery and solidified its role as a key rough sleeper provider in the city. To support the growing Project Compass programme, we welcomed three new team members. CJ and Andy joined at the beginning of the year, and Vicky in December after several months of volunteering with us, all bringing extensive experience and knowledge. Alongside Libby and Sue, the team of six became our largest project.

Post-COVID, we decided to downsize at Queens Park. With more staff eager to return to the office, we took advantage of the College's departure and now rent a much larger space, allowing most staff the opportunity to hot desk.

In 2023 we launched Lumina, our very first income generation, social enterprise venture. Recognising the increasing challenges of obtaining funding grants, we have started to explore how we can diversify our income through paid for, workplace, wellbeing activities. In August Stuart Couling moved over from the Better Together project to become our new Social Enterprise Development Manager and has just started to explore what Lumina might be able to achieve.

CEO'S STATEMENT

As Stuart moved over to Lumina, we welcomed Elliot Yeates to the Better Together Project as the new development worker. He joined Clare Bryan halfway through the projects second tranche of three-year funding in his first mentoring role. This project continues to see a high level of referrals coming through, a testament to both the team and its project partners.

In June 2023, Helena Mair joined developmentplus as its new Development and Operations Manager, a move that we hoped would alleviate the pressures of myself.

During the year, we saw the conclusion of two projects and the initiation of two new ones. Unfortunately, funding ended for both the Men's Group and the PITCH. However, we were delighted that PITCH members continued to meet at Bridge Central throughout the year. The Men's Group journey culminated in the fantastic "Show-Off" art exhibition. As mentioned above, we were thrilled to transition Andy to Project Compass, where he continues to showcase his creative flair.

Conversely, two new initiatives began. Neurotopia, a neurodiversity support hub, was established by Alex Chambers, and we secured our first small funding pot in 2023 to launch this project. Additionally, we supported individuals through the cost-of-living crisis with warm packs, a project led by Laura Harris, who had previously volunteered in our office.

Continuation funding was found for Ian's A Step in the Right Direction (Meet, Move, Mend, Repeat) Project for a further three years, also allowing him to continue with the Cycling element which had become incredibly popular.

As we ended 2023 work began on our largest lottery funding bid to date with a view of securing Kate and Graham's Bridging the Gap project, as with Better Together, we were seeing an increased demand in our reducing reoffending programme, and recognised it was time to start expanding both from a delivery offer and team perspective.

As the developmentplus team continues to grow, we must acknowledge the unwavering support of Sandra. Her dedication and assistance have been invaluable, not only to me but to the entire team.

As always, a massive thank you to everyone mentioned above for their continued support and hard work, and to the developmentplus trustees for their support and guidance throughout the year.

DEVELOPMENT AND OPERATIONS MANAGER

Joining developmentplus in June 2023 I was able to see very quickly the contribution that developmentplus make to our community in Lincoln. Supporting over 500 people a year, the team are professional, compassionate, and caring. They respond to the needs of people and identify, research, and develop new projects.

In 2023 developmentplus saw two new projects established. Rabbits Warren a community allotment project run by Laura Harris which is due to start delivery in January 2024 and in December 2023 Alexandra Chambers opened the doors to Neurotopia ,a neurodivergent support hub, offering one to one support with neurodivergent adults, specifically designed to support those with autism and ADHD.



Helena Mair
Development and
Operations Manager

The impact of the cost-of-living crisis and the strain on statutory services has changed referrals seen over the past year. The credibility and professionalism of the team has seen more referrals from the NHS through social prescribing and more referrals through the criminal justice system.

Lockdown and Covid 19 intensified challenges faced by people, but the impacts are still felt and the demand for services offered by our projects does not feel to be slowing down. Many people that are referred to the projects feel like they have fallen through gaps and the services available are not able to support them in the way that they need and a way that people would have experienced in the past. Over the past year the referrals across the teams are becoming more complex and require more time and careful planning.

At the time of writing this report STEPS have 46 active participants engaging with the project and 17 group events have taken place.

Clare has created excellent collaborative working with partners across the city. Working with the City of Lincoln Council and The collection to offer new creative opportunities for participants.

Bridging the Gap have developed new cross working with the whole team at developmentplus.

The strength and resilience of the developmentplus team is very inspiring and they work together to support each other and help each other to find solutions to problems and challenges that they face. Reflecting on the past year it has been enlightening, engaging and challenging.

I would like to say thank you to all the team for the commitment and dedication they have to developmentplus, the projects that they work on and the wider community of Lincoln.

AIMS AND OBJECTIVES

Aim

To develop capacity and skills of people in such a way that they are better able to participate more fully in society.

Provide opportunities that inspire and build resilience in people and their communities.

To provide a range of responsive services for the people of Lincolnshire that will improve their wellbeing and mental health, promoting hope and sustainable personal progression.

Objectives

To encourage and enable people to access services that improve their wellbeing, physical and mental health.

To empower people to speak out and seek support about issues that affect their lives.

To provide programmes of training and support to enable individuals to overcome personal barriers and improve their economic prospects.

Committed, personalised support for individual needs. Building peoples strengths through acceptance and validation.

To develop and maintain partnerships across the County to achieve collective goals.

VALUES

Approachable

we are welcoming, friendly, and easy to talk to

Committed

we walk alongside, dedicated to overcoming obstacles together

Empathic

we take time and understand how complex life is without judgement

Inclusive

we acknowledge the diversity of individuals and celebrate their unique circumstances

Supportive

we offer advocacy and hope whilst encouraging people to find their voice

THE TEAM

STAFF

staff who worked at developmentplus during 2023

Lynsey Collinson - CEO

Helena Mair - Operations and Development Manager

Stuart Couling - Social Enterprise Development Manager

Clare Bryan - Lead Development Worker

Alexandra Chambers - Development Worker

Kate Edgar - Lead Development Worker

Ian Enright - Development Worker

Sandra Farrington - PA/Administrator

Becky Frost - Lead Development Worker

Laura Harris - Project Administrator

Vicky Henderson - Development Worker

Caylie Jago-Loughlin - Development Worker

Libby Liberty - Development Worker

Sue Oliver - Development Worker

Andy Penny - Development Worker

Graeme Willis - Development Worker

Elliot Yeates - Development Worker

THE TEAM

TRUSTEES

Ben Austen - Chair

Beckie McConville - Vice Chair

Councillor Sue Burke - City of Lincoln Council Representative

Stacey Gillott - Pelican Trust

Neville Jackson - Former County Councillor

Charlotte Baxter - University of Lincoln

Nick Rawlins - Treasurer

developmentplus Board Pledge

As a developmentplus Trustee I will support the Chief Executive and staff by;

- **Attend meetings and reading papers beforehand**
- **Contribute feedback when asked between meetings**
- **Act with honesty, integrity and in the best interests of developmentplus**
- **Be prepared to challenge in a constructive way**
- **Promote developmentplus**
- **Attend key organisational events**
- **Share and bring my experience and knowledge**
- **Respect confidentiality and corporate responsibility**
- **Commit to development and training as a Trustee**
- **Declare any conflict of interest**

OUR SUPPORTERS

The work developmentplus does is only possible with the support of the following funders:

City of Lincoln Council
Lincoln Lottery
Lloyds Bank Foundation
LocalMotion
Lottery Community Fund
Lincolnshire County Council
Lincolnshire Mental Health & Wellbeing Transformation
Lloyds Bank Foundation
LocalMotion
National Grid Community Matters
National Lottery Community Fund
NHS Lincolnshire Integrated Care Board
NHS Lincolnshire Partnership NHS Foundation Trust
Shine
Orange Tree Trust
The Charity of Sir Richard Whittington
The Tudor Trust
We are Cycling UK
UK Government



A STEP IN THE RIGHT DIRECTION(STEPS)

STEPS is a very successful coaching and mentoring project that has been supporting people for a number of years. In April 2023, through Shine, Lincolnshire County Council committed to funding the project for a further 3 years.

Ian Enright, Development Worker, has been leading this project for the last five years.



Ian Enright
Development Worker

Ian uses Acceptance and Commitment Therapy (ACT), to give people an opportunity to explore possibilities, make informed choices and set a realistic action plan, working at a pace to suit them. Outcomes of the project are different for every individual, but the aim is to give both practical and emotional support to enable people to achieve their goals.

As with all of our projects there has been a growing demand for our services with an increased number of referrals. For STEPS this has meant that with support from Shine and referrers Ian has had to introduce a waiting list. Again as with all of the projects there has been an increase in referrals for people with more complex mental health concerns meaning they are needing coaching for longer.

1st Year	Target	Achieved
Number of referrals	40	47
People with improved personal wellbeing	40	33
People with increased confidence and self-motivation	30	33
People feeling less isolated and more socially connected	34	33
People managing their mental health better	24	25

Cycle Group

Ian is a keen cyclist and has continued to develop the cycling element of the project. To do this he has undertaken training with Cycle UK in leading group rides, roadside emergency maintenance and first aid. Cycle UK have also provided Ian with the necessary risk assessment tools for the rides.

The project enables participants to take part in group rides and information sessions. The group rides are held every other week and have been very popular.

Here in Lincoln we are lucky to have a great network of traffic free cycle paths which the group regularly use including rides out to the Pyewipe pub and Doddington Hall for coffee and cake.

It is not a race and the group go at a pace to suit everyone. As well as getting out and enjoying fresh air and exercise, the group have been able to socialise in a welcoming and relaxed environment.

In addition, Ian has organised repair cafés with the support of Lincoln Cycle Centre. These have been held at Bridge Central, Portland Street with a member of the cycle centre giving advice about simple bike repairs and general maintenance. The police also attended to talk about bike security. A further information session was held to look at local cycle routes and general cycling safety.

The project has been able to help fund the long-term loan of a bike to a participant and repairs to three other participants' bikes to enable them to take part in the rides. These repairs have been inexpensive but have made a big difference for the individual people involved.

In September with the support of Cycling UK a few of the group took part in group cycle leaders training to enable some participants to support Ian during the rides.



A Step in the Right Direction
MEET. MOVE. MEND (REPEAT)

Free 1:1 coaching to help you
make a change

Approaching Lincoln and Life
differently

Contact Ian 07534 444601
ian.enright@developmentplus.org.uk

Get to know your
bike or loan one/fix
one/ride one.



cycling
UK
Community Cycle Club

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BETTER TOGETHER

Better Together is a collaborative project working in partnership with Abbey Access Training and Green Synergy. The Project began in 2019 and receives funding from the Lottery.

developmentplus' element of the project is led by Clare Bryan, Lead Development Worker and was supported by Stuart Couling, Development Worker until the end of July 2023 when Stuart moved to become the Social Enterprise Development Manager. Elliot Yeates then joined developmentplus to work with Clare.



Clare Bryan
Lead
Development Worker



Elliot Yeates
Development Worker

They work closely with staff from the partnership to provide 1:1 mentoring support to participants to improve their wellbeing, increase confidence and self esteem and feel more able to cope with day to day problems. To support this they are encouraged to take part in a range of activities including cooking, art and wellbeing. During 2023 Clare has also introduced a swimming group on a Friday afternoon as well as Graeme Willis, Development Worker from the Bridging the Gap project, has introduced Tai Chi as an additional wellbeing activity.

	Total number of participants during 2023
82	Initial referrals 14 were met with to talk about the project and took part in taster sessions before deciding not to continue at that time but were given the option to return when they were ready. 58 continued to take part in activities, support and training
25	People have regularly attended art and wellbeing classes
12	People have regularly attended cooking classes
119	Total



CASE STUDY 2: DEMONSTRATING THE IMPACT OF THE PROJECT

H was referred to us by Lincolnshire Domestic Abuse service with identified PTSD, serious trauma and a diagnosis of borderline personality disorder.

Getting to know you

As we got to know H we learnt about her 30 year drug addiction, violent relationships that had caught them up with serious gun and drug crimes and the loss of family because of this. We listened and we learned how to build up H's trust, helping them to manage paranoia and connect into the support they needed. H had made a promise to their dad just before he died that they would give up drugs and has worked hard on recovery so that H is still clean today. H knew no one in the city and wanted a fresh start but was scared that their ex-partner would find them and H's poor mental health made daily living challenging, lonely and vulnerable.

We found ourselves being the advocate for H on many occasions when they just slipped through the cracks and there was little continuation with services after leaving LDAS. At the start of our work, we were the only service H had and the work we did together was challenging, frustrating and there was a burden of responsibility we had to keep H safe and alive.

"You helped me get out, you preserved with me, you didn't give up on me. Throughout my life everyone gave up on me and got fed up - you didn't. I was very scared, very lost, scared of my own shadow - I didn't trust people. I was always told I was too complex to work with and needed specialist support by other workers - I hated that word."

H was allocated a council flat but soon encountered local drug dealers living opposite which triggered past traumas confining them inside and they "fell out of love with it". The control H's ex had over their previous life meant that making decisions for themselves was very challenging so that keeping themselves well and fed without being prompted was often too difficult and they would hide away and sleep their days away to feel safe.

Working with individual strengths

Despite this we worked hard on H's wish to get out when they could. We helped them to manage public transport and attend cooking, art and more recently swimming groups where they became a popular member of the group. They were able to go to social events with people outside the groups. We supported H to manage their own banking and household bills and helped them to shop and learn how to become more independent again.

"It made me feel I was doing what ordinary people do and "sticking my toe out" instead of staying in on the sofa all day. I was doing a lot of new beginnings in a city I didn't know and a lot of big things I didn't know I could do. Trusting new people and trying to do things for myself. I learnt to take on board other people's feelings and views so that when they talk to me I'm not jumping to conclusions about who they think I am."

I learnt some strategies for coping with severe anxiety attacks. I learned I don't have to be the victim all the time and tell people who I was or my story and I'm learning to keep that to myself

I learnt some strategies for coping with severe anxiety attacks. I learned I don't have to be the victim all the time and tell people who I was or my story and I'm learning to keep that to myself. I learnt to interpret people a bit better so I don't always see what they said as something bad about me. Talking with people and their behaviours around me can make me very paranoid.

I learnt how to ask for help - I come from a family which was secretive and we stayed away from sharing our family business with anyone especially authority figures.

I learnt to listen to my gut and my feelings and consider what they were trying to tell me."

What does success look like for us?

It wasn't until H spent 12 days being entrapped by their neighbours as a victim of financial fraud and coercion that we were able to get actioned and coordinated support for them. We reported the crime and H was moved into temporary accommodation this summer for their own safety. We coordinated the support from the police, homeless housing team, H's mental health nurse, social worker and drug services. For the first time this felt like we had made progress in highlighting H's needs to be supported to services better equipped and trained than us to give the support H needed. We held the hope for H that summer, that things would change and since December they have been awarded a supported living property permanently with their own flat and access to 20 hrs of support a week.

For the first time H has security and an opportunity to continue to rebuild their life. For us a great outcome is when people like H can be helped in partnership with other local services and we all work together. H can continue to attend the art and wellbeing groups, meet up with the friends but has lots of other choices and support to try other activities and move forwards with options and get specialised support for their mental health.

Each Wednesday the project offers alternate art and wellbeing sessions. The art element of the project had previously received funds from the Lincoln Lottery to contribute towards the cost of material and or classes run by local artists. At the end of 2023 the Art Group became a Coop Community Champion with funds raised through their Boultham Park store over the winter period.

In November 2023 a group of people supported by Clare began going to Yarborough Leisure Centre on a Friday afternoon for a swimming session.

As long as people can safely swim they are welcome to attend but do not need to be Olympic standard.

People attending our Better Together project also have the opportunity to take part in fortnightly Tai Chi classes with Graham.

Tai Chi helps support the overall wellbeing of the body and the mind.



Art Club

2023 was a big year for art club, it was decided that because the numbers for the groups had increased (34 attendees last year with over half of them coming on a regular basis), they had out grown the venue at Homer House on Monson Street, so tried out a larger venue on St Marks. But once winter hit, the space wasn't suitable because of how cold it was in the room, and the group is now settled at the perfect location of Queens Park Community Hub.

In 2023 there was 10 visits from local artists and crafters to share their skills with the group, some of the highlights being pyrography, book sculpting, water colouring and needle felting. Another highlight from the year was the day trip to Sutton on Sea.

There has been a lot of great feedback from the classes, the attendees have really engaged with the activities, sharing their creations on the WhatsApp group.

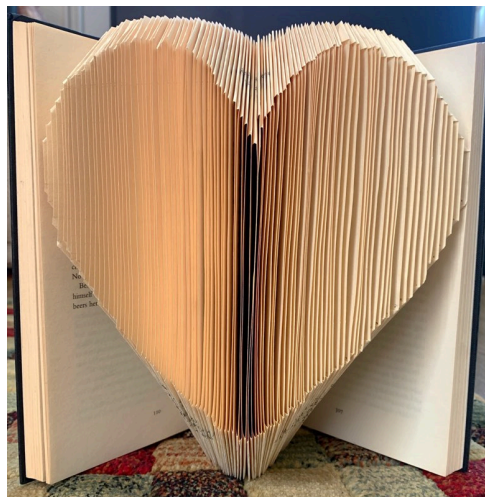
Here are some of the comments we have received...

"Was really nice just chilling out at Boultham park wasn't it, loved the "tree spirits" we made, thanks Laura for a good day"

"Had a lovely day with you all playing with felt. A very big thank you to Steph our lovely teacher."

"Can I just say that today gave me more support than any dr or medication can give"

"It was so lovely getting together with such nice people, I'm really loving my wreath, thank you Laura and Anna."



BRIDGING THE GAP

Bridging the Gap is a reducing reoffending project run by Kate Edgar, Lead Development Worker and Graeme Willis, Development Worker.

The project started in May 2018 and is currently funded by the Lottery.

The project is based in Lincoln and covers a 35 mile radius of our offices, stretching from Grimsby down to Grantham.



Kate Edgar
Development Worker



Graeme Willis
Development Worker

Bridging the Gap offers a 1-2-1 mentoring project, helping men and women who have committed an offence or finished a prison or community sentence within the last 2 years. This can range from receiving a community order for minor offences, repeat offenders who have become institutionalised, to those who have served a substantial sentence for major crimes.

The aim of Bridging the Gap is to ease the transition from the rigid structures of prison life back into the community as well as helping people cope with the many obstacles and challenges they may face.

Having the ability to see people in prison on the wing before their release means Kate and Graeme can start the process of getting to know people, start to build trust and liaise with agencies on the outside before release. The project aims to support people to overcome issues that led to them offending, through pro-active activities, advocacy and partnership working.

Between August 2022 and July 2023 the project had received **56** referrals. Not all referrals could be accepted. Some of those referred were not suitable for the project due to their chaotic lifestyles, trust issues or complexity of conditions. However out of the 56 referrals **48** people went on to be supported by the project.

The team continued to see complexity in those referred to them. Almost 80% of people supported have some form of neurodiversity, often undiagnosed and for which they have had little or no support. For those that have a diagnosis the support is minimal, if any. These issues continued to be coupled with complex trauma, challenging behaviours or addictions.



TP's story

TP found himself rough sleeping after the breakdown of a relationship. And asked Project Compass to be referred back into our project after several years.

He's struggled with addiction and intense mental health issues for over 10 years emotionally unstable personality disorder, manic depression and anxiety. He has been in and out of prison for the last 12 years. There are identity issues, he doesn't see himself as an addict, ex offender or on a level with "those types of people", he is ashamed of who he is and tries to hide and detract from it.

TP has struggled with a need for intimacy, affection and love. Due to this he doesn't acknowledge the role he's played in his situation. His need for love stems from a turbulent childhood, his father was very controlling and a disciplinarian and his mother had issues with alcohol.

The relationship broke down and he barely saw his father after that. His mum remarried, but his stepdad did not like him and his brother, once he had his own children with TP's mum. The younger children were favoured, they were fed first, given treats and love, allowed to interact and watch TV. TP and his brother were ignored, neglected and often beaten by their stepdad for acting out, trying to steal food or poor behaviour. TP's mum did not defend them, she was very negative about them and never gave them praise for doing well, only for being strong, bringing in money and being feared on the estate they lived. She saw this as a social standing for herself. Breaking the law was a way of receiving "love" and praise from his mum. Love was conditional and could be taken away and used as a weapon. Later she gave into her addiction and refused treatment, preferring to die instead.

TP has a history of getting into bad relationships with people who can be abusive and mistreat him. He doesn't feel he deserves any better and it's familiar, he feels due to his criminal and addiction backgrounds he should be grateful for anyone who is interested in a relationship with him. He had begged his ex-partner, who he knew was cheating on him frequently and with several people, to stay with him. Telling her he would accept the cheating if she stayed.

His self-identity, self-worth, confidence and esteem were through the floor. And they cycle was only compounded when he became homeless again.

Homelessness led to an increase in his drug use which again only confirms his views of himself. He had previously engaged in sexual activity to keep himself off the streets and was being used by someone as he feels he deserves no better. The term practitioners have started using for this is "hobosexual" a homeless person who engages in sexual activity so as to sleep in a bed for a night.

We worked with agencies to try and find accommodation for him, but as he had no priority need the waiting lists were long. When the weather got colder his desperation increased and he entered into a relationship with someone he wasn't overly attracted to and had little in common with, but again, was chasing love and a bed!

Very quickly the relationship broke down and following a series of rows and conflict his ex-partner made an accusation of rape against TP. They also informed everyone in TP's social circles, this led to further fallouts and TP being told he'd been spiked with a dirty needle. TP then had to go on anti-viral medication for 40 days and await the outcome of blood tests to see if he had contracted HIV.

He was also questioned by police and bailed on the rape allegation.

TP spiralled. He stopped taking his mental health medications, disengaged from probation, fell off script and his drug use increased massively. We supported TP intensely through this time. Meeting with him regularly, mediating with probation and We Are With You (WAWY), we got him back in with a GP and medicated, and listened when he felt he was on his own.

After several weeks the allegations were dropped and all charges were no further action, he was given the all clear by the hospital on his blood tests and we were able to get him back in with WAWY and attended probation appointments with him.

However, TP had missed two appointments and was breached. He was given a court date and we went with him. Probation had given a damning report, not mentioning any of the extenuating circumstances he had faced. We advocated for him in court, explaining what had been going on the last few months and also the continued engagement with ourselves and the fact that he hadn't committed any further offences in just under two years. He was given a £40 fine.

In the last few weeks, TP has gone from strength to strength. He is sofa surfing with a friend but is now near the top of the list at a local hostel. He is on the council list and is back on script. He has completely finished with probation and his mental health is stable, so much so he has started to talk about looking for work. He is also regularly paying towards his daughter and wants to work to regain access.

We have spoken a lot about the cycle he finds himself in, looking for love in unsuitable partners. And although this is unlikely to change for some time, we are having these challenging conversations. TP is starting to acknowledge patterns of behaviours and links in those behaviours with past trauma. He has himself pointed out similarities between partners and his mum and the craving of love that he has. He accepts he allows himself to be treated poorly at times and does want to work on that.

This is a slow process and will take a lot of time for him to truly move forward, with some backwards steps expected. But he has already made great progress. Just last week he joined a gym to help look after himself, he's decreased his drug use dramatically and has asked about Integrated Eye Movement Therapy (IEMT).

We are hopeful of his future and that he will continue to make more positive choices.

COOKING ON A BUDGET

At the end of 2022 The Lottery provided developmentplus with additional funding to support the cost of living crisis. Millions of people are having to make the choice between heating and eating, with many people skipping meals and cooking less to save money.

Together with our partner agencies Abbey Access, Green Synergy and Mint Lane Café we developed a programme of courses to help people cook healthy, nutritious meals for less. This is specifically for those attending our Better Together and Bridging the Gap projects.



Laura Harris
Project Administrator

There are three different opportunities on offer that individuals can access depending on their own personal needs. Green Synergy are providing an outdoor cooking opportunity; specific slow cooker and microwave cooking on a budget through Abbey Access and a new partner joining this element – Mint Lane, who are offering a cooking school.

All of these have the crucial element of social eating, bringing people together to share food at the end of each session.

Laura Harris, provides support to the three charities by managing the referral process for developmentplus.

Laura says;

We started the Cooking on a Budget course in the March 2023.

It was designed so the chef Andy Wilkes, with 25 years experience of cooking in the army, passes on his knowledge of knife skills, easy, nutritious and budget friendly recipes and the students get to take home the food they made that day.

It started slow with 9 students taking part in the course last year but it is anticipated that this will increase in 2024. The feedback has been really positive, with some of the students saying..

"Made bread, flat bread, pasta, pizza. Thoroughly enjoyed the course!!"

"Had really nice session with chef Andy today. Learnt loads of very interesting stuff. Thank you. Thank you also to John for cleaning up. Looking forward to next week."



LLOYDS BANK FOUNDATION

In March 2022 developmentplus was awarded a two year grant by Lloyds Bank Foundation England and Wales to develop the organisation's structure to enable further growth. Alongside the funding, the Foundation were able to provide tailored development support through a number of consultants.

The work began with business planning sessions for staff and Trustees facilitated by Adrian Masters. This was an opportunity to revisit our vision, mission, aims and objectives. We also developed a Purpose Statement - "building a future where every person thrives and no one just survives". In addition we were able to look at our delivery aspirations and whether growth was something that we wished to consider. Following this a funding plan was developed to go alongside the business plan.



Lynsey Collinson
CEO

We then worked on Theory of Change for developmentplus led by Anne-Marie Ainger. This was a process that looked at the organisation as a whole rather than individual projects. From this we were able to develop a set of outcomes that can be used to monitor projects throughout the year, promote the organisations successes and as part of core of funding bids.

In order to collate this information, we are being supported by Lloyds to work with 'Lamplight' a database company to create a tailored data collection process that will allow us to track both project outcomes and those set by ourselves.

Another element of the work with Lloyds has been the opportunity for Lynsey to receive support from James Kirkpatrick to identify core funders and submit bids for core cost funding which has been an ongoing challenge.

At the end of the first year of support Lynsey comments;

"From a charity perspective, the support has allowed us to work collectively as an organisation, on specific pieces of work with the connection between staff and trustees being much closer. Whilst we could have facilitated this ourselves, I think it always helps to have an outsider come in and provide a fresh perspective, allowing people to reset their expectations and start from a fresh."



LINCOLN WARM HOME SCHEME

With the increasing costs associated with both fuel and the cost of living, vulnerable people are struggling even more to purchase those items that may help in reducing fuel bills and keeping warm. Through our own projects, we have seen an increase in demand for mentoring support due to mental health being impacted by the cost of living and fuel crisis. We were aware that food bank referrals across the City had risen enormously, with one recording 85 in just one day.



Laura Harris
Project Administrator

To be able to offer some support in addressing these challenges developmentplus submitted a bid and received funding from the National Grid Community Matters Fund to facilitate this project over the next two years. This has enabled us to purchase a range of products to create the warm packs to distribute to people struggling to keep their homes warm.

Laura, purchased items that included radiator bleed keys, radiator reflective foil, window draft excluder tape, blankets, thermal curtains as well as personal care items. In addition, people were able to choose a cookery book, either Air Fryer Cookbook, Microwave Meals, Slow Cooker Favourites or Tin Can Cook. These options all provided people with recipes that would hopefully allow them to cook more economically.

Laura then worked with partner agencies and established warm banks across the City to create a referral and collection process to enable the packs to be collected easily.

A poster titled 'LINCOLN WARM HOME SUPPORT STAY WARM THIS WINTER'. It features a cartoon illustration of a person huddled under a blanket. The text reads: 'Struggling to keep your home warm? We are here to help those who are feeling the chill this winter, providing people in need with a warm pack... The pack can include radiator bleeding keys, carbon monoxide detector, radiator reflective foil, window draft excluding tape, insulation film for windows, blankets, draft excluders, wearable oversized blankets, thermal curtains and personal care items. For further information or to receive a referral form please contact Laura Harris on 07949473046 or email Laura.Harris@developmentplus.org.uk'. Logos for 'localgiving', 'nationalgrid', and 'developmentplus' are at the bottom.

LINCOLN WARM HOME SUPPORT
STAY WARM
THIS WINTER

Struggling to keep your home warm? We are here to help those who are feeling the chill this winter, providing people in need with a warm pack...

The pack can include radiator bleeding keys, carbon monoxide detector, radiator reflective foil, window draft excluding tape, insulation film for windows, blankets, draft excluders, wearable oversized blankets, thermal curtains and personal care items.

For further information or to receive a referral form please contact Laura Harris on 07949473046 or email Laura.Harris@developmentplus.org.uk

localgiving nationalgrid developmentplus



During 2023 we have been able to distribute 213 warm packs well above the initial target

LUMINA

As part of the work that we have undertaken through Lloyds to develop our business plan it was acknowledged that we had to diversify our income. Lynsey had completed a Trading and Sustainability Course as part of her ongoing professional development and was able to explore opportunities including creating a social enterprise.

Over the last two years developmentplus has continued to expand its Health and Wellbeing offer, branching out into areas such as mindfulness, as well as sound baths, specific wellbeing focused workshops on sleep and nutrition and podcasts.



Stuart Couling
Development Worker

In order to explore this opportunity funding was provided by the Lottery, allowing us to create the post of Social Enterprise Development Manager that will take the initial idea and start the development and delivery process. The first year has provided the opportunity to have the space to talk to potential partners including local authorities, local businesses and other third sector organisations as well as individuals who would be willing to pay for this service. With this in mind, Stuart Couling, previously a development worker, has been employed to take on this role. Stuart has a wealth of experience in the small business sector and delivery skills in the wellbeing environment.

We tried work place wellbeing and soon realised people haven't got the budget or time to organise anymore. I'm going back to those places that originally wanted to invest and finding out exactly what stopped them from progressing so that we can learn.

There seems to be growing interest in ZENfest which is good and we have the luxury of trying out some fresh ideas such as wellbeing related merchandise.

It's been a slow and challenging year but one in which the twists and turns have taught us a lot.

Stuart Couling



MEN'S GROUP

The Men's Group began in October 2021 and was initially funded for one year by the Postcode Lottery. This was followed by a further six months grant from the Managed Care Network with the project finishing in March 2023.

This men's peer support group was initially developed to reduce loneliness and isolation by taking part in creative activities including music and arts. It is well known that being creative can make a positive contribution to a person's health and wellbeing. It was also as an opportunity to signpost people to additional forms of support including other developmentplus projects.



Andy Penny
Development Worker

The project was led by Andy Penny, Development Worker, with invaluable support from volunteer, Vicky Henderson. In addition the funding has provided an opportunity to invite guest artists to share their skills such as cooking, DJ and scratching. They were also able to access a studio at the YMCA to record their work.

In addition, Andy created a Dropbox project via SoundCloud where people could share their creativity from home. This was particularly important for people that did not feel comfortable being part of a group.

OUTCOMES

Number of people who accessed the project.

Target	50
Achieved	65



Celebration

The group celebrated the end of the project by holding an exhibition of their work.



NEUROTOPIA

25
25

Alexandra Chambers, Development Worker, had previously supported one of our STEPS projects where she discovered that many of the participants were either diagnosed autistic/ADHD or otherwise strongly suspected and struggling without a diagnosis. All these individuals had experienced difficulties from childhood and had found that support for their specific needs was lacking, and this had continued into adulthood.

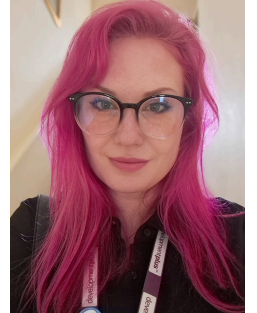
We also recognised there are gaps within Lincoln in providing much needed advice and education for individuals and families supporting youngsters with no diagnosis.

In October 2023 Evan Cornish Foundation provided funding to pilot Neurotopia. This has allowed Alexandra to develop a hub for 1:1 support for neurodivergent adults and parents of neurodivergent children. This is across the neurodivergent spectrum, primarily autistic and ADHD, however, all neurodivergents seeking support are welcome.

Alexandra provides a holistic coaching approach in the community and can help with many things including diagnosis support, advocacy, executive functioning difficulties, advice & signposting. As well as offering assistance with evidence gathering using the Early Years Foundation (EYFS) framework, Education, Health and Care Plan (EHCP), Personal Independence Payment (PIP) and Disability Living Allowance (DLA) forms. Also available are headed letters/ emails outlining and addressing any concerns to GP/schools, doctors' appointments and school appointments.

In addition, Alexandra is also planning to provide 'Understanding Neurodiversity' training for schools, employers, groups and more. She had previously had the opportunity to trial workshop sessions for adults, receiving some excellent feedback.

The response to the project has been so successful that Alexandra has now had to operate a waiting list.



Alexandra Chambers
Development Worker



POVERTY TRUTH COMMISSION

LocalMotion, funded by six independent funders, is a movement to bring people, organisations and institutions together to pool resources to benefit communities in six places across the UK including Lincoln.

LocalMotion Lincoln is currently represented by a core group of individuals from the public, private and not-for profit sector, supported by a wider network locally and nationally. Our CEO represents developmentplus on this group.



Alexandra Chambers
Development Worker



Ian Enright
Development Worker

The Poverty Truth Commission in Lincoln began in September 2022 funded by a two year grant from LocalMotion Lincoln. Alexandra Chambers and Ian Enright, Development Workers, have been working alongside people from the local community who have agreed to take part in the project.

Throughout the year a number of story telling events have taken place allowing community commissioners to share their experiences with the civic commissioners and Alexandra and Ian have supported the community commissioners through this process. Alongside this they have continued to offer 1:1 coaching and mentoring particularly for those with complex mental health issues and those experiencing difficulties.



PROJECT COMPASS

Project Compass is a rough sleeper advocacy service, supporting and enabling individuals to access provision within the City of Lincoln.

in addition, they provide a safe space to rest, hot and cold drinks, an opportunity for a wash, clothing and phone charging.

2023 is the second of three years of funding from both the Charity of Sir Richard Whittington and the Tudor Trust.

This year has proved to be an exceptionally busy year for the project with the demand for the service increasing due to the lack of housing in the City.

This has made it necessary to increase the team so in addition to Becky Frost, Lead

Development Worker, Sue Oliver and Libby Liberty, Development Workers, the team now also includes Caylie Jago and Andy Penny. They have also been supported by Vicky Henderson who had been volunteering but became a paid member of the team in December 2023.



Becky Frost
Lead
Development Worker



Sue Oliver
Development Worker



Libby Liberty
Development Worker



Andy Penny
Development Worker



Vicky Henderson
Development Worker



Caylie Jago
Development Worker

In June 2023, the lease expired on the Rosemary Lane property and the service had to find new premises. This was a challenging period for the CEO and the team, as many landlords were reluctant to rent their building due to the nature of the work Project Compass undertakes. In July we were able to secure a lease for a property on the High Street and we are very grateful to the landlord for working with us to support the move.

The move has allowed the project to grow as the new building has much more space for staff and guest including a private office to complete assessments with individuals.

This room also provides a confidential clinic space for the Holistic Health for the Homeless nurses (HHH) who attend to offer treatment to guests. The nurses are also able to provide a number of clinics including a clinics for Hep C, sexual health and flu and Covid vaccinations.



Winter Pressure Fund

In October 2023 the NHS Lincolnshire Integrated Care Board (ICB) commissioned Project Compass to continue their support over the winter period by providing funding for staffing, winter ready items and to continue the Countywide scoping exercise.

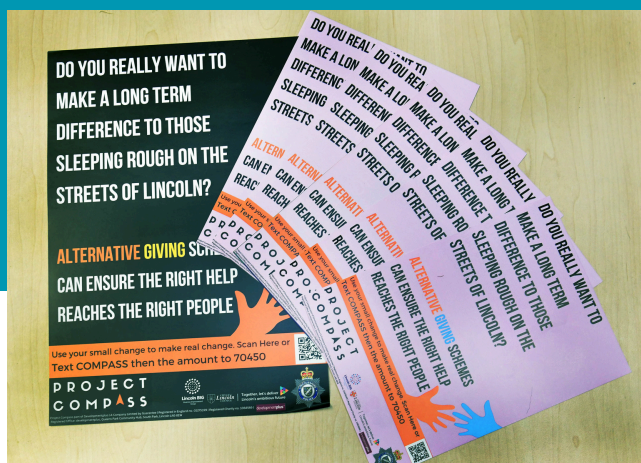
2023	Attendances		Attendances
January	37	July	60
February	30	August	195
March	145	September	242
April	205	October	308
May	181	November	238
June	238	December	175

In Summer 2023 Project Compass launched the Alternative Giving Scheme, which promises to help the homeless in numerous ways.

Project Compass works in close partnership with Lincoln Business Improvement Group (Lincoln BIG), Lincolnshire Police and the City of Lincoln Council, to offer advocacy and other services to help change lives for the better.

Alternative Giving is a positive way in which people can choose to donate, knowing that the money will be well spent in helping Project Compass to continue to support individuals .

Anyone wishing to donate to the Alternative Giving Scheme can do so by Texting COMPASS followed by the amount to 70450.



P's story

Project Compass started supporting P in September of 2022, having supported him occasionally before then.

P has suspected TB and leg ulcers most likely due to his drug use.

It has been difficult to arrange temporary accommodation for P as his suspected TB means he is not suitable to be housed with others. We have worked very closely with the TB nurse, who is concerned about him. We invited her to Project Compass to attempt to collect a sample to test for TB but P's attendance is sporadic. We also went out with the TB nurse into the community to try and find him but were unsuccessful. The test kit was left with the HHH nurses who attend Project Compass regularly. Although it was explained to P how important the test was, he avoided doing it for some time but he eventually allowed the HHH nurse to undertake the test.

P's leg ulcers are a constant source of worry as they need regular cleaning and dressing. P is encouraged to shower regularly and see the nurse for dressings.

P has recently been offered temporary accommodation but has turned it down as it is out of the city centre. The most likely reason will be that he is further away from those who sell him his drugs. The police have issued a letter to him today to clear his bedding and belongings from his regular place on the High Street.

We think that the council will now say that they no longer have duty to house him as he has had an offer of accommodation and refused it.

In addition to the donations through Diverted Giving, Project Compass have also received financial support through personal donations and charity events including;
Central Wellness Charity Day
Yorkshire Three Peaks Challenge in memory of Kirstie Clarke
Cycle Groups' Carol Singing
Tilly's Tea Rooms who have been providing cooked meals

THE PITCH

The Pitch began in April 2021 and was an weekly group which provided a safe, informal space for men to connect and socialise. Additional funding was secured in May 2022 from the Suicide Prevention Fund via Shine which allowed the project to continue until March 2023.

The project met every Thursday afternoon and was led by development workers, Kate and Ian.

Some weeks they group met at Bridge Central to take part in activities including playing pool, games, quizzes, as well as being able to have a chat and a coffee with other members of the group.

Also a number of trips were arranged including a lively trip to the Christmas market. Afterwards some of the group said without the support from the project they would not have felt comfortable going due to anxiety and other issues.



Kate Edgar
Development Worker



Ian Enright
Development Worker

OUTCOMES

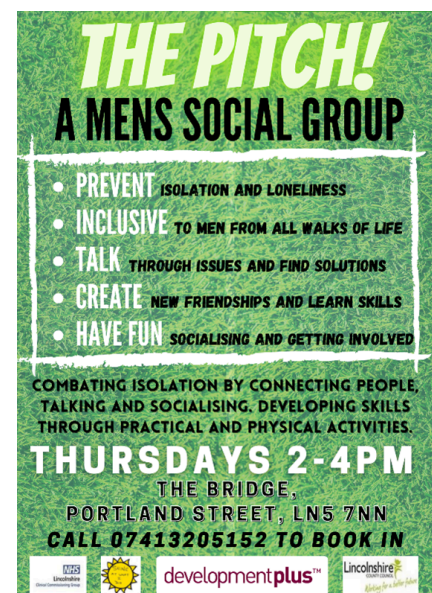
Towards the end of the project Kate, Ian and the group members felt that it would not be appropriate to take any more referrals so they continued as a closed group until March 2023.

With support from Kate and Ian many of the members have continued to meet at Bridge Central every Thursday as an independent group. Also some of the group have formed friendships outside of the group.

This indicates that the project was very successful.

Celebration

The guys at The Pitch men's group celebrated the end of the project with music, food and lots of laughs.



COMING SOON

Rabbits Warren

Funding is currently being sought for a green project to be led by Laura Harris, Development Worker. The project will be based on an allotment in Lincoln and will give people an opportunity to try gardening, green crafts, learn about environmental issues, or simply to sit with like-minded people, have a chat, build friendships and the opportunity to enjoy being in nature.



Laura Harris
Development Worker

KEEPING UP TO DATE

Scan the QR code to go to our donation page to find out how you can help us continue supporting people in your community



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to find out more
about us

SUMMARISED ANNUAL ACCOUNTS

Developmentplus
Registered Charity Number: 1064566 Registered Company Number: 03275199
Year Ending 31 December 2023
Summarised Annual Accounts

Statement of Financial Activities for the Year Ending 31 December 2023

	Year Ended 31 December 2023 £	Year Ended 31 December 2022 £
Income and Endowments from:		
Donations and legacies	17,191	18,707
Charitable activities:		
Health & wellbeing	390,031	328,546
Developing communities	98,860	159,364
Restructuring	25,000	27,250
A step in the right direction	-	-
Investment income	3,936	662
Total incoming resources	535,018	534,529
Expenditure on:		
Raising funds	124,758	93,758
Charitable activities:		
Health and wellbeing	274,777	196,261
Developing communities	142,700	132,433
Researching & Consultation	-	-
Total resources expended	542,235	422,452
Net income/(expenditure)	(7,217)	112,077

Balance Sheet as at 31 December 2023

	Year Ended 31 December 2023 £	Year Ended 31 December 2022 £
Fixed Assets		
Fixtures and Fittings	10,640	10,413
	10,640	10,413
Current Assets		
Prepayments and accrued income	280,103	704,076
Cash at bank	228,636	150,197
	508,739	854,273
Less: Current liabilities	(285,297)	(392,900)
Total assets less current liabilities	234,082	471,786
Creditors due > 1 year	-	(230,487)
Net assets	234,082	241,299
Funds:		
Unrestricted funds	44,667	41,344
Restricted funds	189,415	199,955
Total funds	234,082	241,299
	-	-

Source: the information on this page is extracted from the full Report of the Trustees and Financial Statements, which have been independently examined by Wright Vigar Limited. The full Trustees' report, independent examiners report and financial statements may be obtained from the Developmentplus office



Supportive | Inclusive | Approachable | Committed | Empathic
developmentplus | Queens Park Community Hub, South Park, Lincoln LN5 8EW | E: enquiries@developmentplus.org.uk

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Registered in England No. 03275199 | Registered Charity No. 1064566
